GOVERNMENT OF INDIA
FINANCE
LOK SABHA

UNSTARRED QUESTION NO:979
ANSWERED ON:23.11.2001
GUIDELINES ON PROMOTION POLICY
BHARTRUHARI MAHTAB

Will the Minister of FINANCE be pleased to state:

(a) whether public sector banks have sought relaxation in the government guidelines on promotion policy ;

(b) if so, the details thereof ;

(c) whether a number of nationalised banks are witnessing shortage of senior officers to manage key portfolios ; and

(d) if so, the steps taken to find competent and qualified persons for middle and senior management following post-VRS manpower problem ?

Answer

MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI BALASAHEB VIKHE PATIL)

(a) & (b) : A few Public Sector Banks like State Bank of Saurashtra, UCO Bank and Union Bank of India have sought Government`s permission for relaxing the eligibility norms for promotion of officers.

(c) & (d) : The Voluntary Retirement Scheme (VRS) was designed with the objective of right-sizing the manpower without affecting the functioning of banks adversely. However, in the post-VRS scenario certain imbalances/mis-matches have occured between officers and award staff employees as well as within officers` cadre. To manage these imbalances/mis-matches, banks have undertaken re-assessment of their cadre-wise staff requirement at different centres in order to provide the requisite staff by relocation from surplus to deficit pockets and by need-based promotions of competent and qualified officers. Other measures include re-structuring of the administrative tiers/controlling offices in order to re-deploy staff to operational units, speeding up of computerization of branches/offices, etc.